



TU' KWA HONE

NEWSLETTER

Burns, Oregon

June 15, 2020

Burns Paiute Tribe

100 Pasigo St.

Burns, OR 97720

541.573.8016

TRIBAL COUNCIL CONTACT:

Chairman - Cecil Dick

541.589.5264

Burns Tribal Chief of Police

Alan Johnson—541.589.1030

Family & Children Services. / ICWA

Jody Richards—541-573-8005

Domestic Violence / Assault-

Teresa Cowing,
541.573.8053 / 541.413.0216

Police After hours:

**Call Harney County
911**

**Non – Emergency
541.573.6028**

*Thank
you*

The family of David Teeman would like to thank everyone who cooked, the diggers, prayers. Especially to Lindsey Dick who came in to help serve and help clean

From Caroline Underwood and family

June 3, 2020



Economic Development Department

Tracy Kennedy—Community Economic Development Coordinator

(541) 573-8014

Committee for Economic Development of the Burns Paiute Tribe

The Burns Paiute Economic Development Department is in search of interested individuals who are interested in being a part of the newly formed 'Committee for Economic Development' for the Tribe. The goal is to develop a committee who will educate, collaborate, advocate, and assist in creating policy for the economic development department and the Tribe as they move toward community goals. The committee shall advise and make recommendations on matters related to economic development, which will ultimately lead to a better quality of life for all members.

NO EXPERIENCE, NO PROBLEM. the Tribe has received a generous grant which has allowed the department to hire a committee consultant. Our Native American Business Network (ONABEN) has been retained to assist with committee development over the next year and will be heavily involved in creating a strong foundation for committee members. If you are interested or want to nominate an individual, please follow this link—all information will be sent directly to ONABEN staff and will be kept confidential:

Nominee Application for the Economic Development Committee

<https://forms.gle/BSnggxZ2rKGeSbvU5>

DEADLINE TO SUBMIT A NOMINEE IS JUNE 16TH @ C.O.B.



SOCIAL SERVICE DEPARTMENT

The Social Service and Prevention Programs are still available for services, please do not hesitate to call. Thank you!

Teresa Cowing – Domestic Violence/Sexual Assault Coordinator – 541-573-8053

Joellen Billington. A & D Coordinator – 541-573-8003

Kristeny Soucie, DV/SA Coordinator – 541-573-8006

Desiree Sam, Child Care and GA – 541-573-8048

**Jody Richards, Prevention and Social Service Needs
541-589-4595**

**Lanette Humphrey, Suicide & Tobacco Prevention
541-573-8002**

Behavioral Health needs - If you are needing to schedule an appt for counseling (Symmetry Care), please call Jody and she can assist you.

2020 VIRTUAL TEEN SUMMER READING

TEEN SUMMER READING PROGRAM ACTIVITIES

Kits will be available in front of the library every Thursday from 10 AM to 2PM. Can't make it? Call during our curbside pickup hours to request a kit (Mon - Thurs, 10 AM through 2 PM).

All web-based programs can be found at:
HarneyCountyLibrary.org/TeenSummer

June 1st - 4th (10-2 PM) – Sign ups! Sign up online (HarneyCountyLibrary.org/SummerSignup), call us, text 541-589-1824, or email MissLisa@HarneyCountyLibrary.org with your name, age, grade, and t-shirt size. Shirts are first come, first serve.

Thursday, June 4th – Pick up a kit for **Minute To Win**

It. Take it home & watch Miss Lisa do the games on the library webpage.

Friday, June 19th - Monday, June 25th – Virtual Animation

Program: Learn animation and stop motion film making with Alex Thomas. The video will be available on our website.

Thursday, July 2nd – This will be Miss Lisa's choice, stay tuned to see what she is up to.

Thursday, July 16th – Pick up a kit to do a painting with Miss Lisa! The video will be available on our website.

Thursday, July 30th – **The Science of Energy Drinks.** Pick up a kit & do experiments with energy drink. Follow the video that is on our website.

Monday, August 3rd – **Reading minutes are due.**
Winners will be announced August 10th.



HarneyCountyLibrary.org
MissLisa@HarneyCountyLibrary.org
541-573-6670
facebook.com/harneycountylibrary

Imagine Your Story



2020 VIRTUAL SUMMER READING



HARNEY COUNTY
LIBRARY

HarneyCountyLibrary.org
MissLisa@HarneyCountyLibrary.org
facebook.com/harneycountylibrary

541-573-6670

SUMMER READING PROGRAM ACTIVITIES

Kits will be available in front of the library every Wednesday from 10 AM to 2PM. Can't make it? Call during our curbside pickup hours to request a kit (Mon - Thurs, 10 AM through 2 PM).

All web-based programs can be found at:
HarneyCountyLibrary.org/Summer

June 1st - 4th (10-2 PM) – Sign ups! Sign up online (HarneyCountyLibrary.org/SummerSignup), call us, text 541-589-1824, or email MissLisa@HarneyCountyLibrary.org with your kids' name, age, grade, and t-shirt size. Shirts are first come, first serve.

Wednesday, June 3rd – The Dancing Unicorn will have a digital show for us on our webpage. Get your unicorn kit at the library & go on a hunt. Hidden all around the county are unicorns, see how many you can find.

Wednesday, June 10th – Bug day - Grab a bug kit, go outside, and find some bugs. Miss Lisa will have a video on our web page about some new bugs she has been collecting over the last year and also some caterpillars in the library.

Wednesday, June 17th – Traveling Lantern will have a digital show, *Greek Mythology*, on our webpage.

Wednesday, June 24th – Sorry Miss Lisa can't squirt you with the hose this year but you can pick up a water kit and take it home for some water fun of your own.

Wednesday, July 1st – This week is Miss Lisa's choice; stay tuned to see what she is up to.

Wednesday, July 8th – Lizards, snakes and amphibians! Pick up a craft kit and watch a special guest on our website.

Wednesday, July 15th – Teresa from the Audubon Society will be doing a digital show and tell on our website.

Wednesday, July 22nd – We have a special guest who is going to read you monster stories on our website.

Wednesday, July 29th – The University of Oregon is doing a show for us - *Virtual Engineer It! Exploring Ancient Technologies* on our website.

Monday, August 3rd – **reading minutes are due.** Last day to turn in your reading minutes! Winner announced Monday, August 10th.

LGBTQ PRIDE MONTH FAQ SHEET



Q: WHAT IS LGBTQ PRIDE MONTH?

LGBTQ Pride Month is the positive stance against discrimination and violence toward lesbian, gay, bisexual, transgender and queer (LGBTQ) people.

The month is dedicated to promoting self-affirmation, dignity and equality rights, as well as aims to increase the LGBTQ visibility as a social group while celebrating sexual diversity and gender variance.



Q: WHY IS IT CALLED "PRIDE"?

Pride, as opposed to shame and social stigma, is the outlook that bolsters most LGBTQ rights groups and movements around the world.

Pride has lent its name to LGBTQ-themed events, organizations, institutes, book titles, foundations, a cable TV station, and the Pride Library.

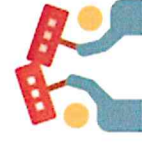


Q: WHY IS PRIDE MONTH IN JUNE?

Early on the morning of Saturday, June 28, 1969, police raided a gay bar in New York City, known as the Stonewall Inn.

The event brought on a series of riots by LGBTQ persons, constituting as the most important event leading to the gay liberation movement and the modern fight for LGBTQ rights in the US.

The month of June was chosen to honor and commemorate those Stonewall riots.



Q: WHO IS THE "MOTHER OF PRIDE"?

Brenda Howard is known as the "Mother of Pride", for her work in coordinating the first LGBTQ Pride march to commemorate the first anniversary of the Stonewall riots.

Howard also originated the idea for a week-long series of events around Pride Day which became the genesis of the annual LGBTQ Pride festival celebrations that are now held around the world every June.



Q: HOW IS IT CELEBRATED?

LGBTQ Pride Month events draw millions of participants from around the world each year.

Today, the month-long celebrations include pride parades, marches, parties, concerts/shows, workshops, symposiums and rallies across the entire nation.

Two Spirited is a modern pansexual (is sexual attraction, romantic love, or emotional attraction toward people of any sex or gender identity) term used by some Indigenous Americans to describe certain people in their communities who fulfill a traditional third-gender ceremonial role in their cultures. While most people mistakenly associate the term with “LGBTQIA Native”, the term and identity of two-spirit “does not make sense” unless it is contextualized within a Native American.

“Two Spirit” is not interchangeable with “LGBTQIA Native American” or “Gay Indian” this title differs from most western, mainstream definitions of sexuality and gender identity in that it is not so much about whom one is sexually interested in, or how one personally identifies; rather, it is a sacred, spiritual and ceremonial role that is recognized and confirmed by the Elders of the Two Spirit’s ceremonial community. While some have found the term a useful tool for intertribal organizing, not all Native cultures foresee gender or sexuality this way, not all tribes have ceremonial roles for these people, and the tribes who do usually use names in their own languages. While pan-Indian terms are not always appropriate or welcome, the term has generally received more acceptance and use than the term it replaced

**Domestic Violence & Sexual
Assault Program**

Office 541-573-8053

Cell 541-413-0216



June is Men's Health Month



**Want to
see these
stats
change?**

- On average, men live about 5 years less than their female counterparts
- Men have a higher death rate for most of the leading causes of death, including cancer, heart disease, diabetes and suicide
- 1 in 2 men will develop cancer in their lifetime
- Men make ½ as many physician visits for prevention as women

Schedule a checkup today!

Do it for yourself and for those who count on you.



Learn more at:

www.menshealthmonth.com

or call 1-866-543-6461 ext. 101

Call WHC to schedule a physical
examination

541-573-8050

Grab n Go only at Slater from 10:30- 11:30 and BHS 12:00-1:00 Mon-Thursday June 1st and July 30th only.

For **Breakfast and Lunch** served at the same time. Children do not need to be present but a relative such as a grandparent, aunt or uncle are allowed to pick up the meals. Must name a child and one set of meals per day.

Lisa from the library will be with me handing out books on Thursdays for summer reading too.

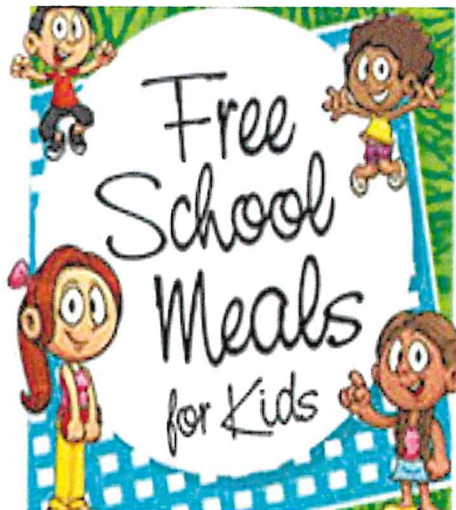
Have a great summer.

Channon Rebeiro

Food Service Director

Harney County School District #3

541-573-71701 channonrebeiro@hcsd3.k12.or.us



This is a very hard time of the year for everyone around us. We are dealing with the Coronavirus on top of every day usual stuff, which can be very stressful. We have lost several tribal Elders over the last couple of weeks and this causes more stress on top of what we are already dealing with. This makes our everyday life that much harder. Please keep in mind the following and that there is support if it is needed.

There are several different stages of grief and feelings that we go through. Some of us feel them right away and some of us hold onto them. We all go at our own pace.

Be patience with yourself and others and allow each other to deal with emotions and feelings in their own ways.

Support each other when needed.

Cry on each other's shoulders. I always say "crying lets the sad out so the happy can come in"

Reach out for support if needed or you just want to cry on someone else's shoulder because you feel like you have been crying on someone else's to much and just need a different shoulder of strength.

If you need to talk please reach out to

Joellen Billington, I can be reached on my cell and I am willing to come into the office with Social distancing, masks, and hand sanitizer. We can do zoom meetings or just talk over the phone. I can also help you set up an appointment with Symmetry Care if you would like.

Joellen Billington
Alcohol and Drug Program Coordinator, QMHA
Cell 541-589-2380
Office 541-573-8003



The Seven Stages of Grief

BEFORE A LOSS



THE LOSS HAPPENS



AFTER A LOSS

1. SHOCK & DENIAL

Most people react to learning about a loss with numbed disbelief. You may deny the reality of the loss at some level to avoid pain. Shock provides emotional protection from being overwhelmed all at once. This may last for weeks.

2. PAIN & GUILT

As shock wears off, it is replaced with the suffering of excruciating pain. Although it feels unbearable, it is important that you experience the pain fully and not hide it, avoid it or escape from it with alcohol or drugs. You may have guilty feelings or remorse over things you did or didn't do with your loved one. Life feels chaotic and scary during this phase.



3. ANGER & BARGAINING

Frustration leads to anger. This is a time to release bottled up emotion. You may lash out and lay unwarranted blame for your loss on someone else — try to control extreme overreaction, as permanent damage to your relationship(s) may result.



You may ask "Why me?" or try to bargain in vain with the higher power for a way out of despair ("I will never drink again if you bring him back").

4. DEPRESSION, REFLECTION, LONELINESS

A long period of sadness may overtake you. You might realize the true magnitude of your loss sets and it will sadden you. You may isolate on purpose, reflect on things you did with your lost one, and focus on memories of the past. You may also sense feelings of emptiness or despair.



5. THE UPWARD TURN

As you start to adjust to life with your loss, your life becomes a little calmer and more organized. Your physical symptoms lessen, and your "depression" begins to lift slightly.



6. RECONSTRUCTION & WORKING THROUGH

You become more functional and your mind starts working again. You will find yourself seeking realistic solutions to problems posed.



7. ACCEPTANCE & HOPE

In the last stage, you learn to accept and deal with the reality of your situation. Acceptance does not necessarily mean happiness. With the pain and turmoil you experienced, you can never return to the carefree, untroubled YOU that existed before this tragedy, but you will find a way forward.



The Seven Stages of Grief by Social Work Tech | Ignacio Pacheco

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Based on work by Wright, J. (2011). *7 stages of grief: through the process and back to life*. Retrieved from <http://www.recoverfromgrief.com>

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Education / Employment Assistance

100 Pasigo Street, Burns, OR 97720 / Phone: 541-573-8007



“Let us put our minds together and see what life we can make for our children.”

~ Sitting Bull

Contact:

Vanessa Bahe

541-573-8007

Email:

vanessa.bahe@burnspaiute-nsn.gov

Regular Office Hours:

Mon-Wed 8:30am-5:00pm

6/15/2020

Grab-n-Go Breakfast and Lunch

Grab-n-Go Breakfast and Lunch will be available through the end of July.

Location/Time:

Slater Elementary School/10:30-11:30 a.m.

Burns High School/12:00-1:00 p.m.

Monday through Thursday for ages 1-18 years.

Slater Elementary Kindergarten Round-Up: June 22-24, 5 p.m.

Kindergarten Round-up for all children age 5 by September 1, 2020.

New families that have not registered, please join a session on June 24 from 5 to 7 p.m. The required documents needed to complete the forms are an immunization record, birth certificate and emergency health and contact information. Pre-registered families were sent home a letter on Tuesday, June 9th, with their scheduled day and time. Please call Slater Elementary School at 573-7201, if you have any questions.

Summer School for Tuwakii Nobi

Dates: July 20th and July 27 (work packets distributed)

Please contact Elise Adams (573-1572) for details.

Higher Education

If you are a higher education student for the 2020-2021 academic school year, please submit your BPT Higher Education Application.

- Students must be in full-time status with 12+ credit hours.
- Deadline: July 20, 2020
- Link to application:

<https://www.burnspaiute-nsn.gov/index.php/resources/education/125-burns-paiute-higher-education-adult-vocational-training-application-instruction-packet/file>

Vocational/Technical

Open to all Burns Paiute Tribal Members. If you are interested in a vocation/technical certificate/degree, please submit your tribal application. An application can be downloaded from the Tribe's website.

Link:

<https://www.burnspaiute-nsn.gov/index.php/resources/education/125-burns-paiute-higher-education-adult-vocational-training-application-instruction-packet/file>

If you have any questions, please contact the Education Program at 541-573-8007.

2020 Voter Registration List

Burns Paiute Tribe

1	Adams, Chester Dean	31	Hawley, Derek
2	Adams, Thomas	32	Hawley, Eric
3	Adams, Zachary	33	Hawley, Paulette
4	Bahe, Vanessa	34	Hawley, Sara
5	Barney, Ernest	35	Holliday, Bucki
6	Barney, Shayla	36	Holtby, Dillon
7	Beers, Andrew	37	Holtby, Rhonda
8	Beers, Beverly	38	Hoodie, DeWayne
9	Caponetto, Elisha	39	Hoodie, Lyle
10	Cook, Sean	40	Hoodie, Maureen
11	Cress, Tippy Teeman	41	Hoodie, Tyrone
12	Deboard, Anna	42	Jim, Michael
13	De La Rosa, Deborah	43	Jim, Rodney
14	De La Rosa, Devree	44	Johnson, Aurelia
15	De La Rosa, Jose Jr.	45	Johnson, Wanda
16	Defender, Bradley	46	Kennedy, Aaron
17	Dick, Cecil	47	Kennedy, Chandell
18	Dick, Kenton	48	Kennedy, Christopher
19	Dick, Leland	49	Kennedy, Keith
20	Dick, Lindsey	50	Kennedy, Jarvis
21	Dick, Marlon	51	Kennedy, Laura
22	Dick, Sonya	52	Kennedy, Roxanne
23	Garcia, Krystal	53	Kennedy, Nathan
24	Garcia, Shakina	54	Kennedy, Taylor
25	Garcia, Sheena	55	Kennedy, Tracy
26	Garcia, Stephen	56	Kennedy, Vernon
27	GhostDog, Sarah	57	Lewis, Randall
28	GhostDog, Thomas	58	Lewis, Vincent
29	Gonzalez, Vanessa	59	Melvin, Cheryl
30	Hainline, Lee	60	Norris, Rhiannon

61	Peck, Myra	94	Teeman, Bridget
62	Proctor, Cynthia	95	Teeman, Carla
63	Proctor, Rebecca	96	Teeman, Diane
64	Purcella, Anthony	97	Teeman, Ernest
65	Richards, Dawnida	98	Teeman, Gilbert
66	Richards, Jody	99	Teeman, Hattie
67	Richards, Shelley	100	Teeman, Justin
68	Richards, Todd	101	Teeman, LeAnne
69	Rodriguez, Jennifer	102	Teeman, Lonnie
70	Rodriguez, Judy	103	Teeman, Martha
71	Sam, Avery	104	Teeman, Nora
72	Sam, Brenda	105	Teeman, Twila
73	Sam, Brett	106	Teton, Lanada
74	Sam, Bruce	107	Teton, Maria
75	Sam, Clifford	108	Todd, Elisa
76	Sam, Desiree	109	Townsend, Fredrick
77	Sam, Donna	110	Underwood, Caroline
78	Sam, Garrett	111	Zacarias, Adelita
79	Sam, Jane	112	Zacarias, Bernardo
80	Sam, Jerry	113	Zacarias, Christina
81	Sam, Mariah	114	Zacarias, Darlene
82	Sam, Selena	115	Zacarias, Derek
83	Samor, Lucas	116	Zacarias, Dorene
84	Serna, Karen	117	Zacarias, Florentino
85	SkunkCap, JoEllen	118	Zacarias, Isac
86	Smartt, Alyssa	119	Zacarias, Joel
87	Snapp, Ambrosia	120	Zacarias, Latoya
88	Snapp, Rachel	121	Zacarias, Manuel
89	Snapp, Yolonda	122	Zacarias, Marcus
90	Soucie, Charisse	123	Zacarias, Margarita
91	Soucie, Kristeny	124	Zacarias, Nastassia
92	Soucie, Timothy		
93	Teeman, Bernadette		

Burns Paiute Tribe Higher Education Application for Academic Year 2020-2021

Application Deadline: July 20, 2020

- If you are a higher education student for the 2020-2021 academic school year, please submit your Burns Paiute Tribal Higher Education application by July 20, 2020. Every academic year, an application must be submitted to the Burns Paiute Tribe's Education Program.
- Application are available online from the tribal website or please contact the Education Office.
- Online Application: <https://www.burnspaiute-nsn.gov/index.php/resources/education/125-burns-paiute-higher-education-adult-vocational-training-application-instruction-packet/file>
- Students must be in full-time status with 12+ credit hours.
- If you have any questions or need additional information, please contact the Education Program.

Telephone: 541-573-8007

Education Coordinator: Vanessa Bahe

Email: Vanessa.Bahe@burnspaiute-nsn.gov

Hours: Mon-Wed, 8:30 a.m.—5:00 p.m.





Are you interested in a technical / vocational certificate or degree?

Please contact the Burns Paiute Tribe's Education Program for an application or information.

- Note: An application can be downloaded from the Tribe's website. Burns Paiute Higher Education Adult Vocational Training Application Instruction Packet: <https://www.burnspaiute-nsn.gov/index.php/resources/education/125-burns-paiute-higher-education-adult-vocational-training-application-instruction-packet/file>

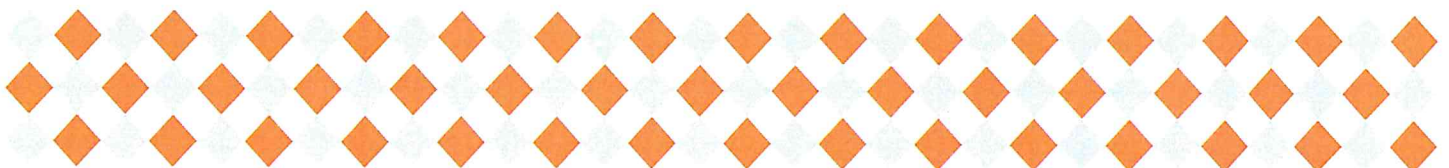
Contact Information:

Vanessa Bahe, Education/Employment Assistance Coordinator

Telephone: 541-573-8007

Email: vanessa.bahe@burnspaiute-nsn.gov

Hours: Monday-Wednesday (8:30 AM to 5:00 PM)



General Manager

Job Title: General Manager
Department: Burns Paiute Tribal Council
Reports to: Burns Paiute Tribal Council
FLSA Status: Full time/permanent (+ benefits after probationary period)
Opens: Feb 26, 2020
Closes: Open until filled (1st consideration given to applications received by March 26th, 2020)
Salary: \$80,000-\$110,000.00 DOE

POSITION OBJECTIVES:

The General Manager (GM) provides the planning, organization, coordination, monitoring, and direction necessary to ensure effective administrative operations and programs of the Burns Paiute Tribe (BPT) based on existing Tribal goals, strategies, and objectives, within compliance with all applicable Tribal and Federal policies, regulations, and procedures. Furthermore, the GM ensures the organization's structure (table of organization) properly aligns with these goals, strategies, and objectives, including all related Human Services and program delivery requirements. Finally, the GM ensures that the staff is competent and receives any-and-all necessary training required to effectively do the work required by their jobs. It is the GM's responsibility to maintain the highest service level possible within the staffing and financial limits of the BPT.

MAJOR DUTIES AND RESPONSIBILITIES:

1. Ability to promote the Burns Paiute Tribe's mission, vision, values, goals, and objectives in order to establish unity amongst staff. Must be able to provide constructive assistance in the resolution of interpersonal and interdepartmental misunderstandings, conflicts, etc.
2. Ensure development and any appropriate and necessary updating of a five-year strategic plan for the BPT and gain Council approval of the plan.
3. Coordinate the development, understanding, support, updating, and evaluation of annual tribal goals, strategies, and objectives based on the Council-approved BPT Strategic Plan.
4. Periodically evaluate and make necessary changes in the organization structure and operations to ascertain proper alignment with Tribal goals, strategies, and objectives. Ensuring that all staff is trained, competent, and effectively working to pursue and meet these goals, strategies, and objectives.
5. Knowledge and understanding of the meaning and significance of Indian Treaties, federal Trust responsibilities, Tribal-state relations, Tribal Self-Determination and sovereignty with the ability to work harmoniously with the Burns Paiute Tribal community and workforce.
6. Continuously evaluate tribal policies, regulations, and procedures. Propose and make any needed changes after gaining Council approval as appropriate.
7. Ensure preparation and gain approval for an annual tribal budgetary process and budget sufficient to pursue and meet tribal goals, strategies, and objectives, including making any needed changes in and/or complying with associated policies, regulations, and procedures.
8. Provide oversight and general supervision to all departments by working collaboratively with 2nd level managers to prepare and implement operational and program budgets plans.
9. Monitor compliance with all applicable tribal and federal policies, regulations, and procedures. Take corrective action as may be necessary and appropriate.
10. Assist staff in identifying funding resources for tribal programs and services, including capital projects and enterprises that align with the strategic direction of the BPT.
11. Oversee and provide guidance for the preparation, submission, negotiation, implementation, and monitoring of grants, contracts, and cooperative agreements between the BPT and other entities. Ensure that all grants, contracts, and cooperative agreements are managed in compliance with applicable tribal and federal policies, regulations, and procedures.
12. Oversee the planning, development, and completion of all capital projects, including land acquisition.
13. Oversee and provide guidance in managing employee performance and other personnel matters in accordance with the Employee Policy Manual, Tribal Governance Law, the Constitution of the BPT, and applicable federal laws, regulations, and guidelines.

14. Organize and hold regular, semi-annual work sessions (or more frequently if needed) to inform and keep Council members reasonably and formally up to date on tribal strategic issues, goals, achievement, the status of projects, and other information needed to help ensure the quality of their deliberations and effectiveness of their decisions.
15. Ensure provision of needed support services to the General Council and Tribal Council, including any Council-appointed committees.
16. In coordination with the Tribal Council, help ensure and support the development of appropriate and needed relationships with other tribes, government agencies, and organizational entities.
17. In coordination with the Tribal Council, serve as an official spokesperson (Point-of-contact) to the media regarding tribal plans, events, issues, etc. Ensure that any staff authorized to have media contact are adequately informed about the topic to be addressed and can communicate effectively.
18. Perform other duties as may be prescribed by the Tribal Council.

SUPERVISORY CONTROLS:

The Tribal Council outlines overall objectives in accordance with the policy and identifies limitations such as those imposed by budgeting, special areas of sensitivity, etc. The general manager selects techniques, methods, and procedures for accomplishing assignments, keeping the supervisor/Tribal Council informed of developments. Issues of concern may involve controversial and/or sensitive social, political, environmental, or social problems.

The General Manager's analyses, recommendations, and suggestions must be technically correct and consistent with overall policies and the attainment of tribal program management targets and objectives.

QUALIFICATIONS:

- Master's Degree in public administration, business administration, or a closely related field from an accredited university preferred.
- Bachelor's degree in public administration, business administration, or related field, REQUIRED plus ten (10) or more years of successful administrative/management work experience (tribal preferred), including strategic planning, policy analysis, organization change, budget development and financial management, performance management system development, public relations and board-of-control relations.
- Five or more years of successful experience managing an organization of 50 or more employees.
- Demonstrated knowledge of organizational development and change principles and techniques.
- Ability to guide the Tribal Council in identifying governance issues and opportunities and propose alternative solutions/options for policy and other decisions.
- Demonstrated skill in grant writing/management and contract development/management.
- Successful experience in capital project planning, funding, and development.
- Possess a clear understanding of the importance of tribal natural/cultural resource preservation and methods to achieve it.
- Strong oral and written communication skills, with the ability to effectively communicate with staff, tribal members, federal, state, and local governmental officials, the media, and general public.
- Demonstrated understanding of the principles of federal Indian law, including tribal sovereignty, federal trust responsibility, tribal-state relations, tribal self-determination, and tribal history.

OTHER REQUIREMENTS:

- Must submit to and pass a drug test.
- Must submit to a criminal background check
- Must possess a valid driver's license
- Must provide three (3) years of driving record.

DISCLAIMER:

The above statements reflect the general duties considered necessary to describe the principal functions of the job as identified and shall not be considered as a detailed description of all the work requirements that may be inherent in the job. Other duties may be assigned.

INDIAN PREFERENCE:

Indian preference will be given to candidate showing proof of enrollment in a federally recognized tribe. In the absence of qualified Indian applicants, all applicants not entitled to or who fail to claim Indian Preference will receive consideration without regard to race, color, creed, sex, age, religion, or national origin.

HOW TO APPLY:

Return completed Burns Paiute Indian Tribe Application and cover letter to:

Burns Paiute Tribe
BPTTribalCouncil@burnspaiute.onmicrosoft.com

Tribal Council
100 Pasigo Street
Burns, OR 97720

Application for employment available at 100 Pasigo Street, Burns, OR 97720 Monday - Friday 8-5 pm, or request one via email: tammi.holliday@burnspaiute-nsn.gov

You may also download an application here: [BPT Application](#)

HUD/NAHASDA Housing Director

Work Schedule: 20 hours per week to be determined later

Compensation: (DOE) Non-Exempt Employee

Directly Reports to: General Manager

Position Opens: March 16, 2020

Position Closing Date: Open until filled

Job Summary:

The successful candidate for this position is responsible for planning, development, administering and coordinating all phases of the Tribal Housing operations, which include (but are not limited to): accounting/reporting, operations and maintenance, securing funding, enforcing any and all regulations related to the Housing Department. Additionally, the director develops strategies to meet the services needs of the area, accounting, security, and tenant developments pursuant to HUD/NAHASDA and the Burns Paiute Tribe Housing Policies and Procedures.

Duties and Responsibilities:

- Responsible for management of Mutual Help, lease purchase and low rent housing in the organizations housing inventory
- Knowledge of rules and regulations governing Native American Housing programs and services
- Performs duties in accordance with NAHASDA regulations and program guidance and housing policies and procedures
- Updating and development of policies and procedures that could affect the efficient and effective operation of the housing management department
- Planning, development, and implementation of housing management services outlined in the IHP/APR
- Develop and provide training to homebuyers in Federal regulations, MHO Agreements, housing policies, upkeep and maintenance, personal budgeting, and related activities to ensure housing unit is properly maintained.
- Establish and maintain files and records of all field counseling sessions, mandatory counseling sessions, court cases and related legal proceedings
- Updates waiting list to ensure qualified Burns Paiute Tribal members receive preference in selection process
- Assist in the determination of applicant eligibility
- Maintains waiting list of eligible applicants
- Selects eligible applicants when housing unit become available
- Notifies applicants of selection and approval
- Develops and administers annual budgets with approval from the General Manager
- Works with outside agencies, contractors, federal, state and tribal officials, represents tribal housing at national and regional conferences and meetings
- Sets work priorities, participates in hiring of new staff, selects and orders new equipment, and supplies to complete jobs
- Must have a good rapport with local Indian community
- Oversees housing site development and construction of HUD homes
- Computes payments for annual re-certification
- Conducts annual recertification counseling
- Processes delinquent accounts
- Schedules mandatory counseling for non-compliance of agreements
- Negotiates payback agreements
- Enforces housing collection policies
- Implements administrative remedies prior to any legal action
- Files legal notices - termination, vacate, force entry, and eviction
- Represents the tribal program in any legal or court proceedings

- Ensures that any vacated unit is properly inspected and renovated
- Coordinated inspections, repairs, maintenance with Force account and Maintenance Department
- Provides tenant orientation on their responsibilities and obligations prior to entering into lease agreement
- Performs other duties as assigned

Experience and skills required:

- Must have a valid driver's license, and ability to be covered by tribal insurance
- Must be able to administer HUD and NAHASDA guidelines
- Excellent verbal and written communication skills
- Contractor's license desired, but not required
- Must have knowledge of all phases of construction process
- Position requires time management skills and the ability to work well with varied levels of people/customers

Education and Requirements:

- Must have a high school diploma or GED
- Bachelor's Degree preferred/related experience and/or training commensurate
- Must pass a pre-employment drug and alcohol test
- Applicant will be required to authorize a background check per Burns Paiute Employee Manual. Failure to complete the form will disqualify the applicant for consideration for the position
- Indian preference will be given to applicants showing proof of enrollment in a federally recognized tribe. In the absence of a qualified Indian applicant, all qualified applicants not entitled to or who fail to claim Indian Preference will receive consideration without race, color, creed, sex, politics, age, religion or national origin.

Return completed Burns Paiute Indian Tribe Application, Cover Letter, Curriculum vitae/resume, and transcripts to:

Human Resources Director
Burns Paiute Tribe
100 Pasigo Street
Burns, OR 97720

Fax: 541-573-2323

Email: Tammi.Holliday@burnspaiute-nsn.gov

Family and Child Services Director

Work Schedule: Monday - Friday 8:00a.m. - 5:00 p.m.

Compensation: (DOE)/Exempt Employee

Excellent Benefit Package: Dental, Medical, Vision and Retirement

Directly Reports to: General Manager

Position Opens: March 16, 2020

Position Closing Date: Open until filled

Position Summary:

The Family and Child Services Director acts in a key supportive leadership role within the Burns Paiute Tribe whose primary responsibility is the oversight of the Tribe's Social Services. The Director provides guidance to the General Manager in planning Family and Social Services strategies, goals, initiatives and structure in alignment with the Tribe's values and vision. The Director is responsible for budgetary and performance measures, achievement of goals and strategies, grant writing and reporting, and results of monitoring functions. The Director acts on behalf of the Tribe as the facilitator of the Child Protection Team and Adult Protective Services and oversees establishing protocols for the Teams and for staffing cases brought forward. This position works towards and encourages collaboration with the Tribe's programs and outside agencies to carry out optimal Tribal member care and support services while protecting and maintaining the confidentiality of all clients.

Duties and Responsibilities:

- Responsible for the operations of designated Social Services & departments, to include, operational planning, award & funding compliance, budgets, and records management
- Recruit, hire, oversee, evaluate, and train key positions within the Social Services Department and manage supervisory personnel
- Update and or develop procedures for Social Services programs which include but are not limited to: General Assistance; Child Care Program; Juvenile Crime Prevention Program; Domestic Violence Awareness Program; BIA Social Services Program; BIA Indian Child Welfare Program.
- Assists with program referrals to other Tribal services or community programs
- Regularly reviews all cases to ensure quality and adherence to local, state and federal guidelines or regulations
- Responsible for efficient and effective utilization of Social Services programs' resources
- Provides guidance, mentoring and support to Social Services management staff
- Responsible for services and quality assurance in the Family and Social Services programs, and resolution of concerns
- Ensures workplace safety guidelines are followed
- Ability to develop and maintain relationships with Tribal Community Members. This includes elders and all those that reside on the reservation, and the surrounding areas. Relationship building is key in this position, especially in child welfare cases or domestic violence crisis.
- Develop and maintain relationships with Tribal community partners and all Tribal departments and programs including and not limited to: Tribal Police, Tribal

- Courts, Tribal Housing, Natural Resources, Tribal Administration, Tribal Education, Tribal Culture & Heritage Programs and Enrollment
- Develop and Maintain relationships with local community partners including: Department of Human Services, Local Schools & Staff, behavioral health organizations and agencies, District Attorney's Office, Victim Services, Harney County Corrections, and Harney County Juvenile Department
 - Collaborate with community agencies as necessary and to represent the Tribe to guarantee the Tribe's needs are not neglected in the Social Services arena. Currently the committees represented by the BPT Social Services department are: Multi Disciplinary Team, Community Action Team, Community Action Team, Harney County Commission of Children & Families, Harney County Behavioral Health Advisory Board and Harney Partners for Kids and Families
 - Maintain a on-call status for times of crisis, to respond or send a designee
 - Responsible to monitor ICWA cases that are in start or other Tribal courts with children eligible to be enrolled in the Burns Paiute Tribe, intervening in cases and working with NAPOLS., Tribal Court, and ICWA committees regarding the case
 - Maintain monthly ICWA advisory meetings, maintaining documentation, offering training to ICWA committee members, participate in State ICWA cluster meetings, complete necessary reports to BIA regarding ICWA notices and responds to all ICWA notices within the time frame
 - Provide training to the Tribal community regarding child welfare including mandatory reporting training, good touch/bad touch training, sex education classes, etc
 - Work with staff to develop a yearly plan for activities, trainings, and speakers. Plan, coordinate, and follow through with logistics, resources, and activities that are geared to living on the reservation and Tribal members' needs
 - Coordinate Parenting classes for community members
 - Complete 6 months and yearly reports to BIA and Tribal General Council. Complete reports to Tribal Council as required
 - Develop policies and procedures as they relate to changing programs; work with Tribal Court personnel to develop Tribal Codes involving child welfare and delinquency
 - The facilitator of the Child Protection Team and Adult Protection Team are responsible to ensure investigations are completed and appropriate actions are taken after a report of harm is filed. Writes grants for Social Services and assists managers to write grants and budgets and budget narrative for them
 - It is the intent of this job description to highlight the essential functions of the position; however, it is not an all-inclusive list. The incumbent may be called upon and required to follow or perform other duties and tasks as requested by his/her supervisor, consistent with the purpose of the position, department and/or the Burns Paiute Tribe's objectives.
 - Other duties assigned

Required Qualifications:

- Travel Local In-State Out-of-State, travel required for grant management, training and meetings.
- Minimum of a Bachelor's degree required in Social Work, Public Health, Humans Services or related field
- Ten years of experience in managing Social service programs, and personnel management.
- Experience in the development of human service strategies
- Experience managing private, state and federal grants; and grant compliance
- Experience in budget management
- Experience in policy and procedure development & implementation
- Knowledge and experience working with cultural diversities
- Knowledge of the Burns Paiute Tribe's culture and traditions
- License/Certification (or willingness to become certified)
- Valid Oregon Driver license and must remain insurable under the Tribe's policy. Extensive background check is required.

Desired Qualifications:

Knowledge base must include:

- The laws and policies related to Senior and Disabilities Services programs; Oregon Department of Human Services; Bureau of Indian Affairs; Indian Health Services
- The terminology commonly used in human services fields or settings;
- The elements of the care coordination process;
- The resources available to meet the needs of recipients;
- Critical Incident Reporting and Reports of Harm;
- The ability to organize, evaluate, and present information orally and in writing; and
- The ability to work with professional and support staff

Indian Preference

Indian preference will be given to candidates showing proof of enrollment in a federally recognized tribe. In the absence of Indian applicants meeting the qualifications as listed above, all applicants not entitled to or who fail to claim Indian Preference, will receive consideration without regard to race, color, sex, political preference, age, religion, or national origin.

Return completed Burns Paiute Indian Tribe Application, Cover Letter, Curriculum vitae/resume, and transcripts to:

Human Resources Director
Burns Paiute Tribe
100 Pasigo Street
Burns, OR 97720

Fax: 541-573-2323

Email: Tammi.Holliday@burnspaiute-nsn.gov

Finance Administrative Assistant

Part Time Position: Finance Administrative Assistant
Hourly Rate: \$15.00 to \$20.00 DOE
Opens: March 19, 2020
Closes: Until filled

Duties and Responsibilities, including but not limited to

- Data Entry
- In the absence of the Administrative Assistant will cover front desk, phones, process incoming and outgoing mail, etc.
- Copies, collates, and binds reports, etc.
- Make weekly bank deposits
- Review and approve work of coworkers
- Audit Readiness*Prepare for and assist with annual audit of Accounts Payable, Grants, Contracts, and Fixed Assets
- Other duties as assigned

Qualifications:

- Any combination of education and/or experience providing the required skill and knowledge for success performance will qualify. High school diploma or GED
- General knowledge of computer hardware and software
- Experience with Word Perfect, Word Processing software, and Excel
- Team player personality with strong interpersonal and communication skills
- Commitment to confidentiality

Successful Candidate must:

- Submit to, and pass a drug test
- Agree to a criminal background check
- Sign confidentiality clause

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Fax: 541-573-2323

Email: Tammi.Holliday@burnspaiute-nsn.gov

Language and Traditional Culture Program Manager

Job Title: Language and Traditional Culture Program Manager
Department: Culture & Heritage
Reports to: Culture & Heritage Director
FLSA Status: Full time/permanent (+ benefits after probationary period)
Opens: March 10, 2020
Closes Open until filled (applications received by 5pm March 24th, 2020 will receive first consideration)
Salary: Salary commensurate to GS-9/11 (Exempt), DOE

This Candidate must pass a pre-employment drug screen and Criminal and Character Background Check.

SUMMARY OF MAJOR FUNCTION

Develop the Wadatika Neme Yaduan Language and Traditional Culture Program's growth, capacity, and expertise to meet the increasing needs of the Tribal community for education in Northern Paiute language and culture.

1. Manage the daily efforts of the program including supervising and mentoring staff, program planning and administration of the Language and Traditional Culture Education Program; maintain and improve Burns Paiute Nation's language and traditional culture proficiency among Burns Paiute tribal community and staff.
2. Supervise and set expectations for performance of staff; prepare written performance evaluations; initiate corrective and disciplinary action if necessary.
3. Encourages each staff member to reach their full potential in the Language and Traditional Culture Education Program.
4. Manage the daily fiscal management and responsibilities of the program, including preparation of the program's annual budget.
5. Implement a productive management system of effective staff utilization and sound budget practices.
6. Maintain and implement departmental Standard Operating Procedures (SOP's) in keeping with the Language and Traditional Culture Education Program's strategic plan.
7. Supervise implementation of appropriate tribal policies and procedures with the program environment.
8. Establish an on-going system of progress evaluation for the program and components of program.
9. Plan and implement program objectives and operational goals.
10. Develop and Manage with participating tribal community, a Burns Paiute Tribal Language Certification process.
11. Lead the Supervise development of internal and publicly accessible sets of language and traditional culture lessons.
12. Perform other related duties as deemed necessary.
13. Maintain strict confidentiality of sensitive and/or intellectual property information that may present itself during program activities.
14. Demonstrate proficiency in Northern Paiute or be willing to actively work towards language proficiency.
15. Maintain complete records of progress and outcomes of assigned program objectives.
16. Assist with language recording efforts as needed.
17. Manage program related activities such as field trips, project meetings, and scheduling activities in concert with the objectives of grants, strategic plan, and participating community input.
18. Participate and be engaged in the short, midrange, and long-term language team efforts as outlined the program's strategic plan, with the Burns Paiute tribal community and staff.
19. Work as a member of the Language Team to manage language and culture outreach while integrating components of traditional and contemporary education and language into events co-sponsored by multiple programs and departments.

20. Maintain an impeccable attendance record, and be available for flexible work scheduling (day, evenings, weekends, some holidays).
21. Writing grant applications toward supplemental program funding.
22. Other duties as assigned.
23. Provide regular (weekly) detailed written and verbal progress updates to the Culture & Heritage Director.

Disclaimer

The above statements reflect the general duties considered necessary to describe the principal functions of the job as identified and shall not be considered as a detailed description of all the work requirements that may be inherent in the job. Other duties may be assigned.

MINIMUM QUALIFICATIONS

1. Bachelor's degree in Native American Studies, Education, Anthropology, Linguistics or related field required. A Master's Degree in the same preferred.
2. At least three years' experience in curriculum development with an emphasis on 2nd language acquisition and teaching in a multicultural environment required. Experience with State of Oregon k-12 curriculum requirements a plus.
3. Two years supervisory experience, including project management.
4. Two years administrative experience, including records management, budget management, administration of federal grants and contracts and project and language planning.
5. Experience in teaching in Tribal and/or Oregon Public Schools settings, along with participation in lesson and curriculum development and planning preferred.
6. Excellent communication skills and ability to work with others.
7. Valid Oregon State Driver's License, dependable vehicle and required insurance.
8. No misuse of or abuse of alcohol or other illicit mind-altering drugs 3-years prior to date of employment.
9. Ability to work effectively with tribal community Elders and youth (demonstrated experience preferred).
10. Successful grant writing experience preferred.
11. Possess a working understanding of Indigenous Great Basin cultures, and the ability to assist in the incorporation of those cultural norms into research methods and practice.
12. High energy individual with the ability to provide assistance and support to Elder Language Experts as they serve as expert language consultants with the Language and Traditional Culture Program.
13. Experience with or ability to quickly learn effective use of digital recorders, digital cameras, etc.).
14. Ability to communicate effectively, both orally and in writing;(understanding and/or conversational fluency in Northern Paiute, particularly in the Wadatika dialect, preferred). Willingness to actively work toward Wadatika Yadian conversational proficiency.
15. Maintain First Aid/CPR certification

Indian Preference

Indian preference will be given to candidates showing proof of enrollment in a federally recognized tribe. In the absence of Indian applicants meeting the qualifications as listed above, all applicants not entitled to or who fail to claim Indian Preference, will receive consideration without regard to race, color, sex, age, religion, or national origin.

HOW TO APPLY:

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Human Resources Director
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Burns, OR 97720

Fax: 541-573-2323

Email: Tammi.Holliday@burnspaiute-nsn.gov

Native American Rehabilitation Association of the Northwest, Inc.

NARA NW and the NARA Culture Keeper's
Invite all to a

Day of Prayer and Ceremony
Day of Prayer and Healing
Day of Spiritual Unity

Saturday, June 20, 2020
11:00am (Pacific Standard Time)

Join us as we gather, each of us in our own place,
in spiritual connection together, to pray for strength and healing,
for all of our Native communities and tribes, and for all the people
around the world, as we walk this journey before us.

In your own spiritual way, offer prayer, in ceremony, in meditation, with your
own sacred medicine, in honor of your own spiritual traditions, all hearts together
as one, from all Four Directions.

We join together to offer hope and healing, to lift one another up, to connect to
one another, to bring strength to all those who are in need at this time.





Burns Paiute Tribe
Application for Covid 19 Assistance

Only one (1) application per household.

Must reside in Harney County

Must be an enrolled member of Burns Paiute Tribe

Must demonstrate need for assistance as it related to the COVID 19 Pandemic

Please note that assistance will be processed within 1 – 2 weeks after application is approved.

Your application will not be processed if not complete.

Name _____ Tribe/Enrollment # _____

Mailing Address _____

Physical Address _____

Phone _____ Message phone _____

Date you were laid off due to Covid 19? _____

Or, date your work hours were affected _____

What type of income have you been living on for the last three (3) months? _____

Members of Household	DOB	M/F	Relationship to HOH	Where Enrolled
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Type of Financial Assistance Requesting (please choose one)

1) Rent – What is your monthly rent? _____

***Please note - Rent would be divided up (by weeks) depending on the day you were laid off.**

Landlord phone number (for verification) _____

Payment of rent can be made to: _____

2) Electric Bill – one time payment of \$150.00 (Will be paid directly to OTECC) Acct # _____

3) Food voucher _____

4) Basic needs (hygiene products, cleaning products, etc) _____

Earned Income & Unearned Income

Is anyone in the household currently working or have they worked in the past 30 days? Yes No

If yes, please identify household members and their earnings

Member #1 _____ Earnings _____

Member #2 _____ Earnings _____

Member #3 _____ Earnings _____

Do you expect to receive or are receiving any of the following listed below.

Earned Income

Wages/Salary Y N Alimony/Child Support Y N Gifts/Contributions Y N

Unemployment Y N Retirement/Pension Y N Social Security Y N

Income Tax Y N Insurance Settlement Y N Lease Income Y N

IF YOU SAID YES TO ANY OF THE FOLLOWING, EXPLAIN: _____

Unearned Income

TANF Y N Food Stamps Y N Commodities Y N

Foster Care Payments Y N Supplemental Security Income (SSI) Y N Other: _____

IF YOU SAID YES TO ANY OF THE FOLLOWING, EXPLAIN: _____

Have you applied for TANF? Y N

Have you applied for other Resources/Programs? Y N

IF YES, EXPLAIN: _____

Statement of Cooperation – Please read in its entirety.

I/We apply for financial assistance/services for the listed members of my (our) household who are in need.

Under 18.U.S.C SS1001, the Federal law concerning fraud states “Whoever, in any matter within the jurisdiction of any department or agency of the United States, knowingly and willfully falsifies, conceals, or covers up by any trick, scheme, or devise a material fact, or makes or uses any false writing or documents, knowing the same to contain any false, fictitious or fraudulent statement or entry, shall be fined not more than \$10,000 or imprisoned not more than five years or both.”

I/We have read and understand the provision of Federal Law governing fraud.

I/We agree to supply information regarding resources and income and to notify the agency of any changes in my/our situation.

I hereby authorize the Burns Paiute Tribe staff access to any records to verify information given. I consent to any legally authorized investigation for confirmation of information from any State, Federal, or Tribal Offices or other agents so that I am eligible for assistance available through the COVID-19 Emergency Assistance.

Applicant Signature

Date

PLEASE MAIL APPLICATION TO:

ATTN: JODY RICHARDS

100 PASIGO STREET

BURNS, OR 97720

FAX TO:

ATTN: JODY RICHARDS, ER COVID ASSISTANCE

541-573-2323

EMAIL TO

jody.richards@burnspaiute-nsn.gov

Any question please call 541-573-8005 or 541-589-4595

Official Use:

Amount approved for: _____

Payment made to: _____

Signature of approving staff

Date

SALMON RELEASE INFORMATION

- If you haven't emailed or reserved your preferred time block for the salmon release this year, don't forget to send this information my way!
- Please send me a name for your request, the number of people in your party, and your top three choices from the following options:
 - Thursday, June 18th: Morning (8am-11am), Afternoon (11am-2pm), Evening (2pm-5pm)
 - Friday, June 19th: Morning (8am-11am), Afternoon (11am-2pm), Evening (2pm-5pm)
- I will use the requests I receive to make a schedule to send out June 16th. Thank you for being flexible this year!
- Best,
- Brandon
- *Brandon Haslick*
- *Fisheries Program Manager*
- *Burns Paiute Tribe*
- *(541) 573-8084*
- brandon.haslick@burnspaiute-nsn.gov